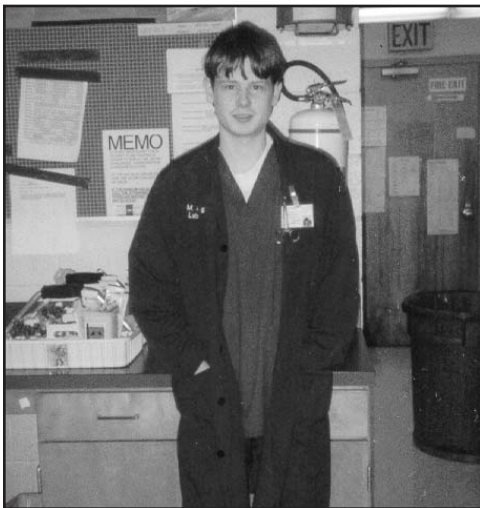


## Questions Parents Should Ask

- Who is my child's employer?
- Will my child be made aware of any hazards in their workplace, and how to avoid them?
- What is my child's job?
- What training will they receive?
- Will they be asked to lift heavy objects, use dangerous chemicals, work alone, and work with machinery?
- Does the employer express the importance of safety on the job?
- Will my child be properly trained in their tasks?

Employment of youth under the age of sixteen in any occupation considered to be door-to-door sales, or in any other kind of "street occupation", is prohibited. The prohibition does not apply to charitable entities (church, school, scouts, etc.).

Many of Missouri's children are exploited for monetary gain. If you or someone you know is involved in youth peddling or door-to-door sales, please protect them by contacting the Division of Labor Standards. Ask if the employer is operating legally, or for a list of guidelines to follow to protect youth involved in these activities.



## Youth Rights Under the Law

Make sure your child is aware that they have the right to:

- a safe and healthy workplace
- the minimum wage (if applicable)
- payment for all hours worked
- prohibition from hazardous tasks
- working hours that are within the limits of the Child Labor Laws
- workers' compensation coverage, if injured on the job
- no discrimination in their workplace

For information about Missouri's Child Labor Law, please refer to the following sources of information:

**Missouri Department of Labor and Industrial Relations**  
**DIVISION OF LABOR STANDARDS**  
P.O. Box 449  
Jefferson City, MO 65102-0449  
573-751-3403  
Fax: 573-751-3721

E-mail:  
[laborstandards@dolir.mo.gov](mailto:laborstandards@dolir.mo.gov)

[www.dolir.mo.gov/lis](http://www.dolir.mo.gov/lis)

### RELAY MISSOURI SERVICE:

Voice User Calling A Hearing/Speech Impaired User  
1-800-735-2466 (VOICE)

Hearing/Speech Impaired User Calling a Voice User  
1-800-735-2966 (TDD)



## DIVISION OF LABOR STANDARDS INFORMATION SERIES

### *A Parent's Guide to the*

## Missouri Child Labor Law and On-the-Job Safety

**Missouri Department of Labor  
and Industrial Relations**  
**DIVISION OF LABOR STANDARDS**



# Why Child Labor Laws?

Work for teenagers provides experience, skills, confidence, and money. Employers, parents, and school officials all play important parts in assuring safe and positive experiences for our teens. Missouri's Child Labor Law protects our youth from abuses in the workplace and protects their educations. The law limits the hours and areas youth can legally work.

Working late and too many hours can be harmful. Studies show that students who work more than 20 hours a week do WORSE in school. They are more likely to be hurt on the job. Teachers report that teens who work late at night are less alert in class and less prepared. The working student also misses out on after-school social activities.

## Safeguards for Protecting Our Youth

The National Institute of Occupational Safety and Health reports that nearly 200,000 youth suffer work related injuries each year.

One hundred thousand teens aged 15-17 visit emergency rooms each year for work related injuries, and approximately 70 die as a result of their injuries.

Missouri's youth are also injured too often. In the last several years, an average of 2,000 of our youth under 18 were injured seriously enough to file workers' compensation claims. The purpose of Child Labor Laws is to assist with lowering these injuries and fatalities.

## The Missouri Child Labor Law permits 14 and 15 year old youth to work certain hours

A work certificate from the superintendent of the public school district where the youth lives must be obtained for employment between Labor Day and June 1.

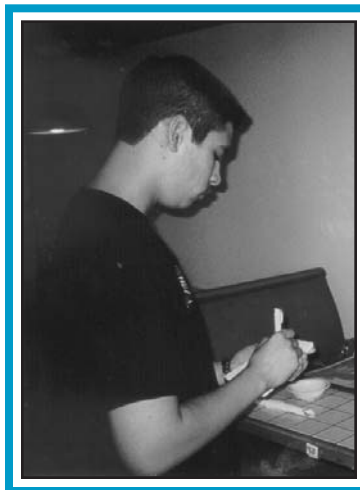
### From Labor Day - June 1

- up to 3 hours on a school day
- up to 8 hours on a non-school day
- no more than 6 days a week
- between 7 a.m. and 7 p.m.

### From June 1 - Labor Day

- up to 8 hours a day
- up to 6 days or 40 hours a week
- between 7 a.m. and 9 p.m.

The Director of the Division of Labor Standards may waive work hours restrictions for employment in the entertainment industry only.



### Examples of places 14 and 15 year olds may work:

- Office and clerical work (including operation of office machines)
- Cashiering, selling, modeling, artwork, advertising departments, window trimming, and comparative shopping
- Price marking and tagging by hand or by machine, assembling orders, packing and shelving
- Bagging and carrying out customers' orders
- Bussing tables
- Server at a restaurant or fast food place
- Car cleaning, washing, and polishing

### Some work is considered hazardous for youth or is prohibited. Examples are:

- Using power-driven machinery
- Sleeping areas in hotels or motels
- Where liquor is sold and served for consumption on the premises, except where at least 50% of the gross sales are from other than alcoholic beverages
- Occupations regarded as hazardous

*Please check with our Division if you have questions!*